

# Classroom Course Description

## Lessons in Leadership

*These programs, facilitated by Training Services Division staff, feature the best in leadership and management thinking through taped presentations from internationally/nationally recognized experts.*

## Tribal Leadership – Leveraging Natural Groups to Build a Thriving Organization Presented by David Logan

Most strategies fail when launched within organizations. Why? Because culture eats strategy for breakfast. Faced with this fact, leaders must learn how to transform their organizational culture to achieve greater strategic success. But how? Through a 10-year study of 24,000 people, culture expert Dave Logan and his coauthors discovered the answer: tribal leadership.

Through their extensive research into organizational culture, Dave Logan and his coauthors found that everyone forms tribes – at home and at work, within a team or across divisional lines, up or down the organizational chart, large and small – and that these tribes are the basic functional unit of every organization. What's more, these tribes wield more organizational power than any one leader, including the CEO. Thus it is imperative that leaders master the principles of tribal leadership.

During this program, you will learn:

- What constitutes a “tribe,” how they form, the characteristics of the 5 tribal stages, and the effect tribes have on organizations;
- How to identify the cultural stage of tribes within your organization and how to lead those tribes to the next level;
- How to leverage the tribes within your organization to shift dysfunctional behavior and errant leadership to a high-performance;
- How to create an organization which is characterized by collaborative, values-centric action and a positive and engaged culture.